

# **Impact of Commitment to Business Ethics to Non-Financial Business Performance: Reference to Business Entities of Manufacturing & Service Sector in Sri Lanka**

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## **Abstract**

Business ethics are the set of moral principles, values, and standards that need to be followed by both employees and employers in the organization. The main purpose of this study is to investigate the relationship between dimension of commitment to business ethics and non-financial business performance. Observed in the prior studies on a commitment to business ethics mainly focused on the overall financial and non-financial business performance. It is identified dimensions for business ethics that are motivation and rewarding policy, using ethical criteria in evaluation of employee's behavior, and communicating ethical values in and out of the organization. The study is cross-sectional in time, and primary data is collected by distributing structured questionnaire and the sample size of the study is 150 executives who are working in manufacturing and service sectors in Sri Lanka. Preliminary analysis is to be performed to test normality, validity and reliability using descriptive statistics and regression models. The findings of the study will contribute for better understanding of some ethical factors that may influence or affect employee's behavior and performance at work. It will also ensure general improvement in employee work attitudes towards involvement in satisfaction with their jobs and commitment to the organizations. Also findings of the research will be valid motivation for further improvement of commitment to ethics in the business environment.

**Keywords:** Business ethics, Employee productivity, Impact, Motivation, Non-financial performance.